



DEPARTMENT OF CORRECTIONS  
Health Care Recruitment Unit  
2201 Broadway  
Sacramento, CA 95818

**CONTINUOUS**

## **PHYSICIAN AND SURGEON (Correctional Facility)**

### **FUNCTION OF POSITION**

Under general direction from the Chief Physician and Surgeon or Chief Medical Officer, in a state correctional facility a Physician and Surgeon, Correctional Facility examines inmates and diagnoses patient illness, prescribes and administers medical treatment, performs or assists in performing major and minor surgical operations, supervises pre-and post-operative care of surgical cases, treats sexually transmitted and communicable diseases, orders laboratory examinations and analyses, x-rays and special diets, writes prescriptions, makes rounds of inmates, reviews reports, records, and general progress of inmates, instructs and clinically supervises nurses, technicians, and personnel assigned for special training, attends and participates in staff conferences for the discussion of the surgical, medical, and mental condition of various inmates and their final diagnoses and treatment, prepares reports and related correspondence, serves periodically as the officer of the day.

### **MINIMUM QUALIFICATIONS**

Possession of the legal requirements for the practice of medicine in California as determined by the Medical Board of California or the California Board of Osteopathic Examiners. (Applicants who are in the process of securing approval of their qualifications by the Medical Board of California or the Board of Osteopathic Examiners will be admitted to the examination, but the Board to which application is made must determine that all legal requirements have been met before candidates will be eligible for appointment.) Applicants who possess their license at the time of application must show license number, title, and expiration date on the Standard State Application (STD 678). Only individuals lawfully authorized to work in the United States will be hired.

### **DESIRABLE QUALIFICATIONS**

Board certification by the American Medical Specialty Board or an American Osteopathic Board in either Family Practice or Internal Medicine.

### **APPLICATION INFORMATION**

The Department application consists of three (3) documents listed below. Additional information may be submitted, but is not required. All forms must be completely filled out. Application documents should be sent to: California Department of Corrections, P. O. Box 942883, Sacramento, CA 94283-0001, Attention: Personnel Examining Section. Should you have any questions, please contact a Health Professions Recruiter at (888) 232-4584, by fax at (916) 227-4646 or by e-mail at [Health.RecrUIT@corr.ca.gov](mailto:Health.RecrUIT@corr.ca.gov).

1. Standard State Application (STD. 678)
2. Conditions of Employment - 631
3. Recruitment Publicity Questionnaire

**CONTINUED ON REVERSE**

[www.corr.ca.gov](http://www.corr.ca.gov)  
888-232-4584 Toll Free  
916-227-4646 FAX

Rev. 06/03

Physician and Surgeon, CF (continued)

**SALARY RANGES** (As of 09/01/2000)

Range A \$6,705 - 8,149 per month (range not used-contact recruitment office for information)

Range B \$8,122 - 9,872 per month Non Board Eligible

Range C \$8,514 - 10,349 per month Board Eligible

Range D \$8,761 - 10,649 per month Board Certified

All correctional institutions **may** authorize a **“Hiring Above the Minimum”** (HAM) salary differential. Extraordinary qualifications, experience and current salary will determine the starting salary for a Physician and Surgeon. The starting salary **must** be established early in the hiring process. The hiring authority shall review your credentials and evaluate your experience to determine if a **“Hiring Above the Minimum”** salary differential is applicable.

**BENEFITS**

- Deferred Compensation Plans (Savings pool, 401k and 457 plan)
- \$100 monthly Bilingual Differential Pay
- \$100 monthly Van Pool Incentive/public transit passes (\$65)
- Flexible work hours (Management discretion)
- Pre-tax parking (Where applicable)
- Fourteen (14) paid holidays
- Generous paid vacation/sick leave or annual leave
- Jury duty/military/bereavement leave
- Health, Dental and Vision Care Plans (Rural Health Care Equity Program for areas without HMO's)
- Pre-retirement death benefit
- Dependent Care Program
- Long Term Insurance (CalPERS)
- Home Loan Program (CalPERS)
- Legal Services
- Employee Assistance Program
- Work and Family Advisory Committee
- \$200 monthly Recruitment and Retention Bonus (all locations)
- \$2400 Annual Recruitment Bonus (Limited to Avenal State Prison, Ironwood State Prison, Chuckawalla State Prison, Calipatria State Prison, and Centinela State Prison after 12 months of full-time employment)
- Earn eleven (11) hours per month of Annual Leave Credits. Increases to 14 hours after 37 months of full-time employment. Maximum of 18 hours per month with employment at 241 months or over.
- Medical License renewal fee reimbursement (Actual Cost)
- California Public Employees' Safety Retirement System (Exempt from paying into the Federal Social Security System)
- Paid Continuing Medical Education
- National Health Services Corp, Federal Loan Repayment Program, limited to two participants at each of the following institutions: California Institution for Men, California State Prison, Corcoran, Substance Abuse Treatment Facility, Central California Women's Facility, Deuel Vocational Institution, High Desert State Prison and Wasco State Prison.

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**EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER**

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